

RLS RAINS LUCIA STERN, PC

SAN JOSE POLICE OFFICERS' ASSOCIATION

2013 Total Compensation Survey

Effective April 1, 2013

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San Jose Police Officers' Association Total Compensation Survey 2013

Introduction

The following document is the 2013 Total Compensation Survey created for the San Jose Police Officers' Association (SJPOA). In an effort to compile relevant data, we have reviewed the SJPOA Memorandum of Understanding (MOU) and the MOU's of relevant comparable jurisdictions. In addition, online research and telephonic conversations with governmental employees were conducted in order to obtain up to date and accurate salary and benefit figures. All data is current through April 1, 2013. Although all efforts were exhausted, there is always a possibility of an error in the calculation of data or in the accuracy of terms in the available MOU's. Nevertheless, it is our belief that this survey is a true and accurate depiction of the market compensation data as of April 1, 2013.

Methodology

Comparable Jurisdictions - The comparable jurisdictions include the following state, county and city agencies: Berkeley, California Highway Patrol, Fremont, Oakland, Redwood City, San Francisco, San Mateo County, Santa Clara, Santa Clara County and Santa Cruz County. We are advised by the SJPOA that this set of agencies accurately depicts the relevant total compensation market for the rank of Police Officer.

Table 1: "Total Compensation" - This table reflects the total calculation of the relevant data collected from the comparable jurisdictions described above. The purpose of this survey is to determine the placement of SJPOA in the market relative to those comparable jurisdictions. In order to arrive at such a result, the total compensation figure has been defined as follows: Maximum monthly salary, plus the maximum monthly educational premiums, plus maximum longevity/retention, plus uniform allowance, minus employee retirement contribution, minus employee retiree healthcare contribution. These figures are combined to determine a total compensation figure, which is reflected in the "Total Compensation" column and reflects an officer's monthly compensation. $[(\text{Max Salary}) + (\text{Education Premiums}) + (\text{Longevity}) + (\text{Uniform Allowance}) - (\text{EE Retirement Contribution}) - (\text{EE Retiree Healthcare Contribution}) = \text{TOTAL COMP}]$. The "Average" figures reflected in the survey are based on all the jurisdictions excluding San Jose Police Officers' Association and are calculated in both the "Max Salary" and "Total Compensation" columns. In each of those columns, and below the average figures, is a percentage which illustrates the compensation increase/decrease needed for SJPOA to reach the mean average of the comparable jurisdictions. A positive percentage number indicates that SJPOA is below the average, while a negative percentage number indicates that the SJPOA is above the average.

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Fairfield Police Officers' Association Total Compensation Survey 2013

Methodology (Cont'd)

For simplicity and consistency, the values assigned to compensation components are a percentage of base salary only. Additionally, when the values of certain components are based on date of hire, the maximum achievable compensation for those employees currently being hired is used. Values for each component reflect the highest attainable compensation for that category.

Table 2: "Max Salary and Total Compensation Rankings - Monthly" – This table reflects the rankings of San Jose POA in relation to all the comparable jurisdictions based on the data from "Table 1." The first survey on this table reflects the rankings, from highest to lowest, for only maximum monthly salary, which derives from the "Max Salary" column in "Table 1". The second survey on the table reflects the rankings, from highest to lowest, for the total compensation figure from the "Total Compensation" column in "Table 1".

Table 3: "Applicable MOU Language" - These tables reflect the pertinent MOU language and/or benefit data collected from the San Jose POA and the comparable jurisdiction's websites, MOU's, salary schedules and benefit summaries. This table does not reflect the entire provision of each said issue, but rather an abbreviated basis for the reflected data.

SAN JOSE POLICE OFFICERS' ASSOCIATION
TOTAL COMPENSATION SURVEY - MONTHLY
TOP-STEP POLICE OFFICER
EFFECTIVE APRIL 1, 2013

Agency	Max Salary	Education Premiums	Longevity	Uniform Allowance	EE Retirement Contribution	EE Retiree Healthcare Contribution	Total Compensation
BERKELEY	9,628	385	481	117	(1,011)	0	9,600
CALIFORNIA HIGHWAY PATROL	8,188	372	655	79	(655)	(205)	8,434
FREMONT	7,863	393	1,014	125	(708)	0	8,687
HAYWARD	8,774	658	0	37	(1,531)	0	7,938
OAKLAND	8,175	818	156	67	(736)	0	8,480
REDWOOD CITY	9,891	0	742	0	(396)	0	10,237
SAN FRANCISCO	9,908	0	594	68	(1,040)	0	9,530
SAN MATEO COUNTY	8,279	621	414	74	(1,052)	0	8,336
SANTA CLARA	10,804	0	0	50	(1,215)	0	9,639
SANTA CLARA COUNTY	7,595	570	0	71	(684)	(57)	7,495
SANTA CRUZ COUNTY	7,873	315	0	0	(709)	0	7,479
AVERAGE	8,816						8,714
SAN JOSE	8,100	608	0	56	(902)	(669)	7,193
% to reach average	8.84%						21.16%

**SAN JOSE POLICE OFFICERS' ASSOCIATION
RANKINGS - MAX SALARY/TOTAL COMP
TOP-STEP POLICE OFFICER
EFFECTIVE APRIL 1, 2013**

Agency	Max Salary	Rank
SANTA CLARA	10,804	1
SAN FRANCISCO	9,908	2
REWOOD CITY	9,891	3
BERKELEY	9,628	4
HAYWARD	8,774	5
SAN MATEO COUNTY	8,279	6
CALIFORNIA HIGHWAY PATROL	8,188	7
OAKLAND	8,175	8
SAN JOSE	8,100	9
SANTA CRUZ COUNTY	7,873	10
FREMONT	7,863	11
SANTA CLARA COUNTY	7,595	12

Agency	Total Comp	Rank
REDWOOD CITY	10,237	1
SANTA CLARA	9,639	2
BERKELEY	9,600	3
SAN FRANCISCO	9,530	4
FREMONT	8,687	5
OAKLAND	8,480	6
CALIFORNIA HIGHWAY PATROL	8,434	7
SAN MATEO COUNTY	8,336	8
HAYWARD	7,938	9
SANTA CLARA COUNTY	7,495	10
SANTA CRUZ COUNTY	7,479	11
SAN JOSE	7,193	12

**SAN JOSE POLICE OFFICERS' ASSOCIATION
TOTAL COMPENSATION SURVEY - MONTHLY
TOP-STEP POLICE OFFICER
EFFECTIVE APRIL 1, 2013**

Agency	Maximum Salary	Education Premiums	Longevity	Uniform Allowance	EE Retirement Contribution	EE Retiree Healthcare Contribution
BERKELEY	Police Officer	Intermediate POST: 2% Advance POST: 4% [maximum: 4%]	5% @ 19 years	\$1,400 per year	EE pays 9% of EE contribution plus 1.5% of ER contribution.	None
CALIFORNIA HIGHWAY PATROL	Police Officer	Intermediate POST: 2.5% Advance POST or BA/BS: 5% [maximum: 5%]	2% @ 18 years 3% @ 19 years 4% @ 20 years 5% @ 21 years 6% @ 22 years 8% @ 25 years	\$920 per year + \$25 cleaning & maintenance = \$945	EE pays 8% of EE contribution.	EE pays 2.5% towards retiree healthcare. Currently 2% of this is diverted to pension contribution, i.e. EE pension contribution is 10%.
FREMONT	Police Officer	Intermediate POST or AA/AS: 2.5% Advance POST or BA/BS or MA/MS: 5% [maximum: 5%]	2.5% @ 19 years 2.3% @ 24 years 4.6% @ 26 years 2.3% @ 27 years 1.2% @ 28 years Maximum 12.9%	\$1,500 per year	EE pays 9% of EE contribution.	None
HAYWARD	Police Officer	Intermediate POST: 2.5% Advance POST: 5% [maximum: 7.5%]	None	\$440 per year	Employee pays 9% of EE contribution plus 8.45% of ER contribution when ER contribution is 30%+.	None

**SAN JOSE POLICE OFFICERS' ASSOCIATION
TOTAL COMPENSATION SURVEY - MONTHLY
TOP-STEP POLICE OFFICER
EFFECTIVE APRIL 1, 2013**

Agency	Maximum Salary	Education Premiums	Longevity	Uniform Allowance	EE Retirement Contribution	EE Retiree Healthcare Contribution
OAKLAND	Police Officer	Intermediated POST: 1.5% Advance POST: 4.5% AA/AS: 1.5% BA/BS: 4.5% MA/MS: 5.5%	7.5% @ 10 years of service plus AA/AS or higher	None	EE pays 4% of EE contribution.	None
REWOOD CITY	Police Officer	Intermediate POST: 2.5% Advance POST: 5% [EE may receive POST pay or longevity, not both]	7.5% @ 10 years plus AA/AS or higher	None	EE pays 4% of EE contribution.	None
SAN FRANCISCO	Police Officer	None	2% @ 23 years 4% @ 30 years [maximum: 6%]	\$820 per year	Safety New Plan: 7.5% + 3% ER cost share = 10.5%	None
SAN MATEO COUNTY	Police Officer	Intermediate POST: 2.5% Advance POST: 7.5%	2% @ 12 years 3% @ 15 years 4% @ 18 years 5% @ 20 years	\$892	Assumes Plan 2 with 25 years of age at entry; 8.21% plus maximum 4.5% cost share = 12.71%	None

TABLE 3

5/6/2013

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**SAN JOSE POLICE OFFICERS' ASSOCIATION
TOTAL COMPENSATION SURVEY - MONTHLY
TOP-STEP POLICE OFFICER
EFFECTIVE APRIL 1, 2013**

Agency	Maximum Salary	Education Premiums	Longevity	Uniform Allowance	EE Retirement Contribution	EE Retiree Healthcare Contribution
SANTA CLARA	Police Officer	None	None	\$50 per month	EE pays 9% of EE contribution plus 2.25% of ER contribution.	None
SANTA CLARA COUNTY	Police Officer	Intermediate POST: 5% Advance POST: 7.5%; requires participation in additional training and/or education.	None	\$850 per year	EE pays 9% of EE contribution.	EE contributes \$57 per month.
SANTA CRUZ COUNTY	Police Officer	Intermediate POST: 3% Advance POST: 4%	None	None; premium has been rolled into the salary	EE pays 9% of EE contribution.	None
SAN JOSE	Police Officer	Intermediate POST: 5% Advance POST: 7.5% [maximum: 7.5%]	None	\$675 per year	EE pays 9% of EE contributions plus 2.13% of ER contribution.	EE contributes 8.26% per month.